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Navy Crews Wrap Up F-14D Flights A Day Early

CALVERTON, New York — On September 1, the U.S. Navy finished its first F-14D operational evaluation flight tests — a day ahead of schedule.

Three planes were involved in the two-week flight program. They were flown by three Navy pilots and radar intercept officers for a total of 50 hours.

The crews are part of the Navy's Operational Test and Evaluation Squadron No. 4, which is based at the Pacific Missile Test Center, Point Mugu, California. These crews are independent of the Naval Air Systems Command (NAVAIR) crews that have flown the F-14D development test flights, which debug new equipment and software. Operational flights determine the plane's actual combat capabilities. The development flights are still going on, because the F-14D's new systems are being developed in six stages.

The Navy's report on the test program is due by the end of this month. However, the Grumman F-14 team is quite optimistic, because no major problems were reported by the crews in their post-flight debriefs, or recorded by the Automatic Telemetry System.

"If the Navy issues a favorable report, we will get approval for funding the second lot of F-14D's [12 new planes], and long-lead approval for the start of an F-14D retrofit program," says Joe Van de Wetering, F-14 engineering director. "The retrofit program would involve 400 fleet aircraft."

Additionally, the contract called for the aircraft to be 15 percent flight ready. But when the tests began, the plane had finished the second phase of development, making 30 percent of the systems ready. These components included the mission computers, software, data link and radar, as well as the display, navigation, communication, and stores management systems.

Post-flight Chatter. *Grummanites and Navy personnel discuss the newest member of the Tomcat family: the F-14D. The plane had just finished the last flight in the first series of Navy-conducted operational evaluation flight tests.*

There were eight actual flight days, with 26 successful flights; no flights were aborted due to software or equipment problems.

"The Operational Evaluations people were here four weeks," says John Gobler, deputy engineering manager for F-14D development and task team leader in Calverton. "They spent their first week in the classroom, learning the aircraft's equipment and capabilities. During the second week, they spent time in the classroom, in the Building 14 Avionics Development Lab, and in the cockpit."

Due to the tight schedule, Grumman had to keep three planes flight-ready at all times. Once the planes landed, they were prepared for the next test. The third was a backup.

The crews first checked out the F-14D's low-level navigation system performance. That was followed by evaluations of the air-to-air radar's capabilities over water and over land. They ran tests against both a bomber and a fighter, using an A-7 and an F-14A.

The grand finale took place on the last two days of the program, during which the crews flew four strike escort missions. For each test, six aircraft were launched at once from Calverton: two F-14D's, two F-14A's, and two A-7s.

"They flew from here to the Navy's low-altitude flight range in central Pennsylvania," says Gobler. "The A-7s would come in low to the ground, escorted by the F-14D's. The F-14A's played the 'bad guys' — they had to jump the D's."

"The objective was for the F-14D's to detect the F-14A's early enough to protect the A-7's," says Jim Dante, engineering manager—F-14D Development. "It's a typical combat scenario."

"This was our graduation ceremony," says Van de Wetering. "The earlier flights looked at parts of the aircraft. In the strike missions, we checked out the

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N.Y. State Extends Data Systems Contract

Grumman Data Systems Division has received a $10 million, three-year contract extension for the New York State Welfare Management System. The contract is with the New York State Department of Social Services.

The Welfare Management System is an on-line information system handling mainly three huge social service programs — public assistance, medical assistance, and food stamps. Its two Unisys mainframe computers in Lower Manhattan are linked to about 4,500 terminals at social service offices throughout the city.

"The Welfare Management System helps prevent fraud or duplication of payments," says Wilson Chao, program director for Grumman. "In response to the increased welfare caseloads of the 1970s, New York State passed legislation calling for the establishment of a statewide welfare eligibility system.

"However, the state and GDS designed a separate system for New York City due to the size and complexity of the city's caseload," he continues. Grumman was not involved in the development of the upstate system, but the latter uses the same equipment as the city's and the two systems are linked.

About 75 percent of the city's income maintenance centers are now hooked up to the Welfare Management System; Grumman is working on the rest. The contract extension includes system operation, database administration, operating system support, and production control — ensuring jobs are run on time and correctly.

In addition, Grumman will assist the customer's technical people in developing software that enables the computers to do new tasks. The contract contains two, one-year options for additional work.

"Our aim is to turn the system over completely to the city and state technical staff," says Chao. "But for the time being, they want us around for support."

When people apply for public assistance, medical benefits, or food stamps, social workers use the Welfare Management System to check their eligibility and history. And since it is linked to the state system, it ensures that a person won't receive benefits from more than one place in the city or in the entire state.

Social workers can also use budget-preparation software. By entering the client's income and any benefits he or she already receives, the social worker can estimate how much the client should receive in social programs.

Twenty-seven Grummanites now work on the project, all in New York City. That's down from over 100 at its peak. Several more people may be required for the contract extension work.

"New York City had a set of systems already," says Chao. "Part of our job involved networking those terminals into our system, allowing access and making sure it was valid. That part alone was a lot of work."

Training is another large part of the contract. "It's a large, sophisticated system," says Chao. "A lot of information must be collected about welfare clients, not just for the social workers but for the state's policymakers as well."

There may be a similar computer system in Grumman's future. Grummanites in Woodbury, Long Island, are now working on a proposal for the Florida Department of Health and Rehabilitative Services, which administers that state's welfare program.

Data Systems would be a subcontractor to Unisys. The proposal is due September 30, with an award scheduled for January of next year.■

Watching The News. *Flight Test engineer Mary Anna Chebuske and senior cognizant engineer Bryant Quilliam monitor the inner workings of the F-14D during its test flight. (Photos by Gerry Costello)*

F-14D Ops Flights Finished

(Continued from page 1)

whole system."

About 100 Grummanites contributed to the success of the project, including Flight Test, the ATS, Data Systems, Engineering, and Manufacturing.

"Everybody did an excellent job of keeping the program on track," says Dante. "There were people here in the early morning, getting the aircraft ready and turning them around again several times that day. Plus, the night crew worked hard to get the three planes ready for the next day's flights."

The next operational evaluation is scheduled for June 1989. Navy crews will fly the F-14D with captive Sparrow, Sidewinder, and Phoenix missiles.

"Captive" means they will be carried, but not fired. These flights will test those missiles' ability to track targets with systems aboard the plane. Live missile firings against drones are scheduled to take place at Point Mugu in 1990.■

Grumman Team Responds In Record Time

Grumman recently finished a five-month project to design and install generator kits in five Navy aircraft — a job that normally takes over two years.

The first prototype kit was installed in a KA-6D tanker at Grumman's St. Augustine facility. That plane was delivered to the Navy on June 16. The team then installed three more kits in KA-6D's at the Oceana Naval Air Station in Virginia; and a last kit in an A-6E at Whidbey Island Naval Air Station in Washington State.

Grumman and the Navy agreed to trim the paperwork associated with the project, expediting the process greatly. But that's only part of the story.

Tom Conway, deputy director of Production Operations, points out that a "crunch" project like this one requires fine organization, strict deadlines, and zero rework. This team achieved that.

"From the proposal being written and the engineering drawings prepared, to the parts manufactured and the systems installed, Grummanites had one thing in mind — get the job done and get it done right the first time," says Conway.

The new generators will increase the A-6's reliability in the field. Made by Sunstrand Starters Generating Systems, Inc., they are expected to run at least 500 hours without needing maintenance.

The Navy is expected to decide within the next six months whether to award Grumman a contract to install the new generator kits aboard every A-6 in the fleet. That's close to 245 airplanes.

Get Your Mac Upgrade Oct. 4-10

Do you use a MacIntosh computer on the job? Data Systems' End-User Computing/Personal Computer Center is offering upgrades to the newest version of MacWrite, MacDraw, MacPaint and MacProject from October 4 to 10. This is a joint effort between Data Systems and Claris Corporation.

To get your upgrade, just bring proof of ownership of your existing package — original disk, manual or copy of the purchase order — to the Personal Computing Center October 4 to 10. The center is located in Corporate Headquarters.

This service is also available to Grummanites across the country. For further information, contact the center at (516) 575-8100.

Transcowl Line In Full Swing At Stuart Ops

STUART, Florida — Grummanites here are busy assembling aircraft structures called transcowls for the General Electric CF6-80C2 engine. These translating cowls are half-moon shaped, with a radius of about five feet.

Last year, Grumman Aerostructures Division won a GE subcontract for 410 sets of the transcowls. The design work was done in Bethpage and Melville, Long Island, while the composite components are made in Aircraft Systems' Milledgeville Operations in Georgia.

The GE CF6-80C2 engines are used on Boeing, McDonnell Douglas and Airbus wide-body commercial aircraft. The transcowl assists in braking: this outer cover of the engine slides back (translates) to allow cool fan air to be deflected through the fixed cascade structure. This provides reverse thrust.

The Grumman transcowl contrasts with similar all-metal transcowls. In comparison, over 70 percent of the Grumman-designed transcowl consists of lightweight composite material.

"The work requires the same talents we used on the V-22 Osprey program," says Larry Farrelly, senior production manager at Stuart.

Several months ago, Stuart finished the last of nine prototype tail sections for the tilt-rotor Osprey. The production contract is expected to be awarded next year by the Bell-Boeing team.

"You have to drill holes differently in composites than in sheet metal," explains Farrelly. "A composite structure is stiffer than metal. Different circumstances make it easier or more difficult to drill.

"For instance, if you force a drill bit through sheet metal, you get a burr, which can be removed easily by a deburring tool," he continues. "If you do that with composites, you could cause a couple of problems. One, a hot drill can melt the resins holding all the fiber together. Or, on exiting the material, you could cause a small delamination, which will require ultrasonic inspection and repair."

So, drilling is done by power-fed equipment. The operator locks the drilling apparatus in place and once the bit reaches the other side of the structure, it automatically retracts.

The pairs of transcowls are shipped by truck to GE's engine facility in Evendale, Ohio, near Cincinnati. Stuart is scheduled to deliver 60 shipsets (120 transcowls) to GE by year-end. Additional contract options could top 1,000 through 1995. ■

Final Touches. *'Ike' Eichelsderfer (L) and Chile McClements attach the transcowl's closeout fairing. This half-moon-shaped structure assists in braking the aircraft that have GE CF6-80C2 engines. (Photo by John Spades)*

Brushing Up Close. *In Stuart, Florida, Robert Stiger applies sealant to the identification plate of the GE transcowl. The Aircraft Systems facility has so far delivered over 30 sets of these parts to General Electric. (Photo by John Spades)*

School Districts Get Fair Share With Data Systems' Program

New York State recently awarded Grumman Data Systems a $940,000 contract for the development and implementation of a pilot project that will help the state allocate financial aid to its school districts.

The program is called the School Income Verification Computerized Address Matching System. It will verify and, where required, assign the correct school district code to each taxpayer's address record. The code will automatically tell the state in what district the taxpayer lives.

The accuracy of this information is important to taxpayers. New York State allocates $7 billion a year for education. How much each district receives depends on the amount of income taxes paid by the people living in the district. The poorer the district, the more state aid.

Presently, taxpayers are asked to verify the school code that appears on their preprinted income tax form. But that information is not always correct. With the new system it will no longer be necessary.

"Often people don't realize why they are asked to verify their school code," says Mike Biase, Data Systems project manager. "Sometimes if they live on the border of a better district, they will enter that code just to claim association with the better district. They don't realize how that hurts their own schools."

The new system will append a four-digit code to the end of the taxpayer's zip code on the income tax forms. The four-digit numbers are taken from the local post offices. Neighborhood mail routes are divided using the same numbers.

That nine-digit zip code will programmatically be cross-referenced to the respective local school districts.

This pilot project will cover 24 school districts in seven counties in New York. If the system performs as expected, there are plans to expand its use state-wide.

The contract is actually the second phase of a contract awarded a year ago. The first phase called for a feasibility study of the program. After Grumman submitted the results of that study, the state approved this second phase.

Seven Grummanites in Data Systems will work on this project at the Woodbury, Long Island, facility. ■

No Bells And Whistles: Grummanites' Suggestions Make Fire Trucks Better

Just as car buyers like details such as intermittent wipers and a car stereo that isn't blocked by the shift console, firefighters are keen on "ergonomics." But their motivation springs less from comfort than necessity: seconds count in an emergency.

Grumman Emergency Products in Roanoke, Virginia, has an employee suggestion program that helps make its fire pumpers easier to use — and more attractive to would-be purchasers.

"We want to make the firefighter's job safer, more convenient, and just plain easier," says engineer Bonnie Motley, who administers the engineering-change program.

Suggestions come from Grumman production people, engineers, and salespeople, as well as an advisory board of Grumman fire truck dealers. In the past two years, 350 suggestions have been submitted, and 80 put into effect.

"One in the works is a new-shaped horn button on the floor of truck cabs," says Motley. "The button is operated by foot, and the old mushroom-shaped one was hard to find by firefighters wearing heavy boots. So we changed it to a clamshell switch." Such a switch is hinged like a clamshell, enabling the driver to easily tell if it's on or off.

The search floodlight is in the basket of Grumman aerials, and it used to be turned on at the pump control panel. "But it gets very noisy at a fire," says Motley. "It could be hard to hear the firefighter in the basket call for the light to be switched on. We put a rubber-covered switch on the head of the lamp."

A new air filter restriction indicator is one of the more complicated changes of late. Previously, this indicator light was on top of the air filter cover. It lets the driver know if there is any restriction of the air supply into the engine, which could happen from a improperly placed air filter, or dirt buildup.

"It's certainly more useful if it's on the dashboard," says Motley. "That project took about four weeks of engineering. Now, some of our suppliers are building chassis with this feature."

When a suggestion comes in, Motley's group studies it for workability. "The only times we disapprove a suggestion are when a similar engineering change is already in the works, the change would be unfeasible, or it would be unsafe," says Motley.

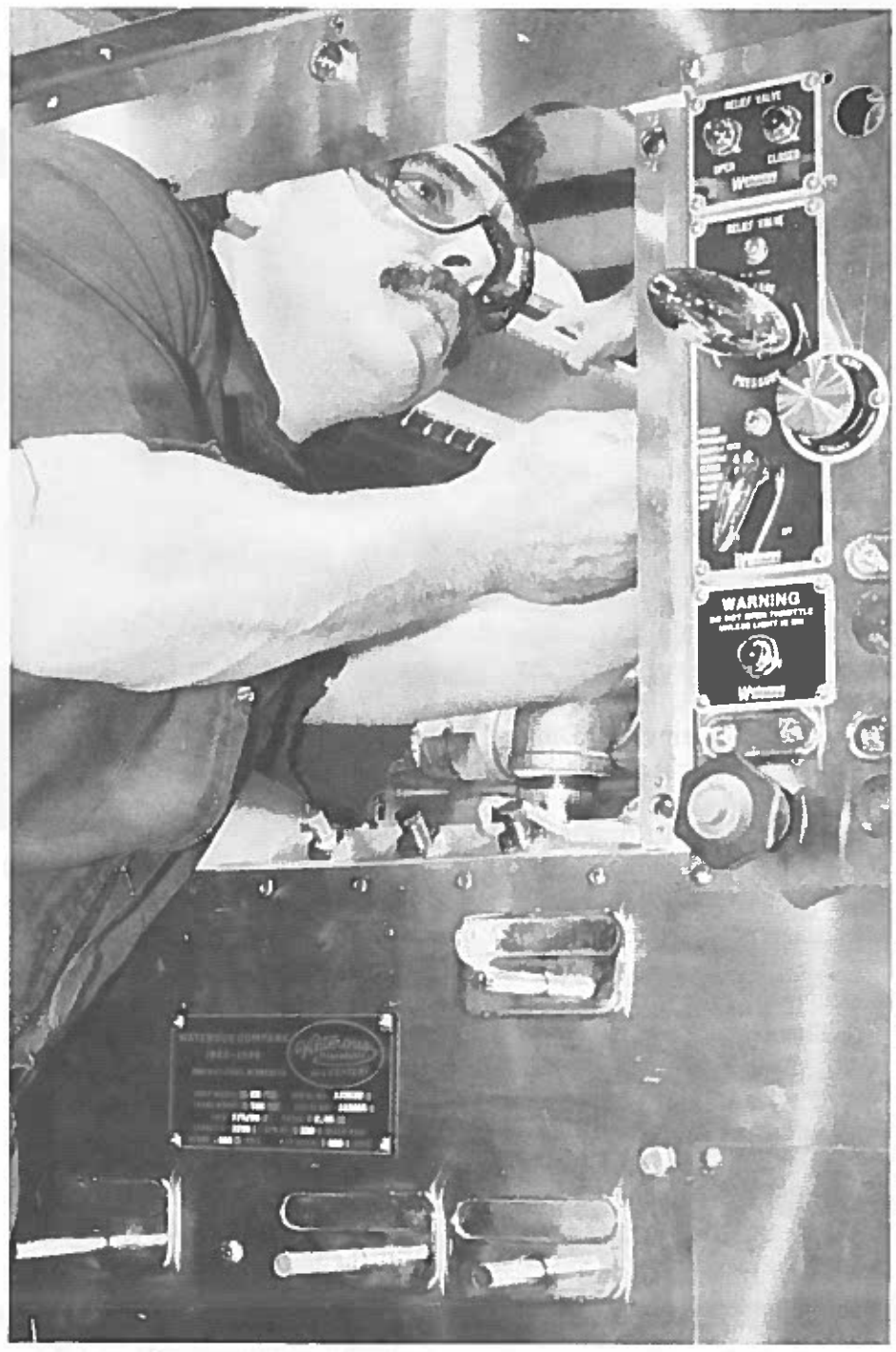
A new air bottle compartment is now being studied. The bottles supply air to the face masks worn by firefighters who must go inside burning buildings.

The suggestion was to put the compartment in the truck's wheel well. But to facilitate assembly, Motley's group first must find a vendor to make a fiberglass liner.

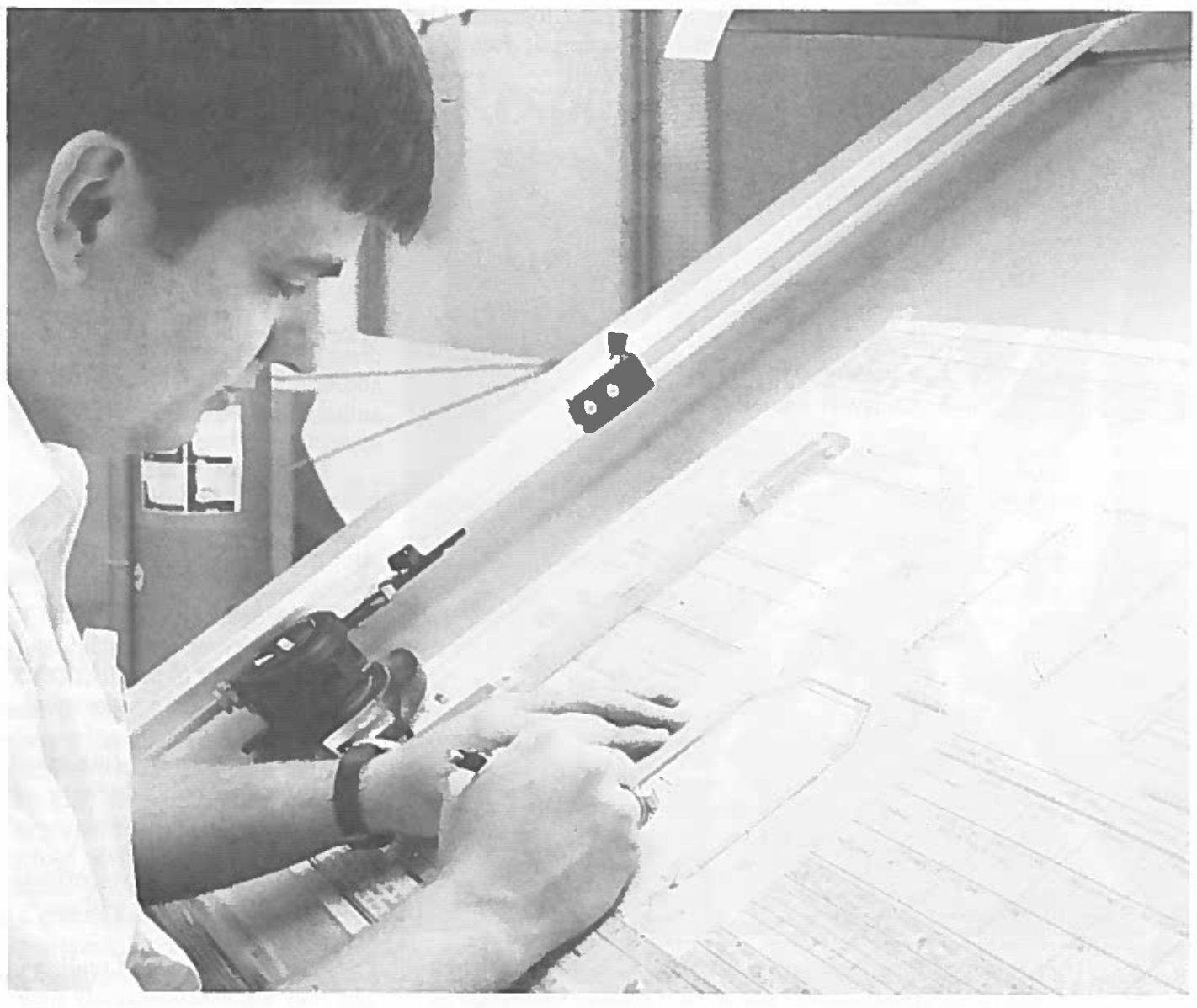
These are not bells and whistles. Where possible, Emergency Products makes changes standard on all its trucks. But that's a challenge; the typical customer is a small fire department, and most Grumman pumpers are made to order in lots of less than five.

"For instance, there are several ways to fasten a compartment door, such as a chain, toggle bar, or gas cylinder," says Motley. "Fire departments are very specific about what they want. A typical proposal for a job is about 50 pages long.

"Every few years, one North Carolina customer buys the very same trucks he bought in 1965," she adds. "He doesn't want a new truck. His rationale is, everybody in the department would argue about driving it."■



At The Controls. *David Powell works on the control panel of a Grumman FireCat fire pumper. Grumman Emergency Products' suggestion program helps make the trucks easier to use.*



Drawn Out. *Bill Jamison makes an engineering change to the engine 'doghouse' on a Grumman custom chassis. This first Grumman-built chassis made its debut last spring.*

Drive Toward Quality Gathers Momentum

There are now about 160 Grummanites working on 20 Total Quality Process action teams in Aircraft Systems, Data Systems, Corporate Services and, most recently, Electronics Systems.

Here is how one Data Systems action team is trying to speed the budget creation process, and how another is out to make life easier for the division's customers.

Making The Real World Better

Phil Gandolfo accidentally dropped several slides onto the viewgraph projector. The slides featured flow charts representing parts of the Data Systems budget process. The jumble of slides projected a technicolor spider web onto the screen. When he saw the image, Gandolfo jokingly said, "That's the real world."

Sorting out the budgetary "real world" is the problem faced by one Data Systems Total Quality Process team. The 11-member team recently met for the fourth time. Gandolfo is the team leader.

The team is trying to find the best way to generate budgets in the very early stages of the job. "We want to get budgets to reflect authorized work within a 30-day period," Gandolfo says.

Budgets allocate funds and authorize them to be spent. Charge numbers are assigned to the various tasks.

The problem is that detailed, firm budgets often lag months behind the work they are to fund.

After Data Systems makes a best-and-final offer on a project, months can pass before the customer awards a contract. The proposal team is split up. Numbers needed to establish a budget are not readily available.

But when the customer awards the contract to Grumman, the push is on. The project manager has to start right away on the project, often without knowing the best way to structure the job financially. The budget is supposed to do that.

The same holds true if changes are made to an ongoing contract. "Another problem," says Gandolfo, "is that the budget might not reflect the work in process."

However, team member Bill Waas says that "If you wait until you have full budget notification on a project, you're already two months behind schedule." Waas is Grumman Systems Support vice president.

"If we don't put the budget together correctly," says Gandolfo, "we may be spending money foolishly. The budget mirrors the way the job is to be performed."

The team is not looking for easy answers to the problem. Right now, they are collecting data and studying the records of several contracts. That way they can get a handle on when contracts are awarded, how much time there is between the award and the contract signing, when work begins on a project and when authorization is given to start work.

They've also drawn up a survey that will be sent to about 50 key people in Data Systems. "We want their feedback," Gandolfo states.

Gandolfo says that he's found that TQP is different from the usual problem-solving approaches at Grumman. He believes that TQP does not allow you to come to quick, easy solutions that are quickly discarded. Nor does it support the "that's the way we've always done it" management philosophy.

"TQP is really a culture shock. We are striving to control the problem-solving process so that the results are permanent," Gandolfo says. "We may not hit a home run, but we will hit a single that will clear the bases."■

They Aim To Please

"If Macy's had 20 different numbers for customers to call with problems, I think Macy's would try to find a better way," says Carole Korade.

She is the leader of a Data Systems quality action team that's trying to eliminate the frustration computer users encounter when they need help solving a software or hardware problem.

Thousands of Grummanites use Data Systems-operated computers to do their jobs. Each week, over 6,000 people call "Help Desks." Their computer headaches can range from a malfunctioning keyboard or a major software problem to a lack of understanding of how the system works.

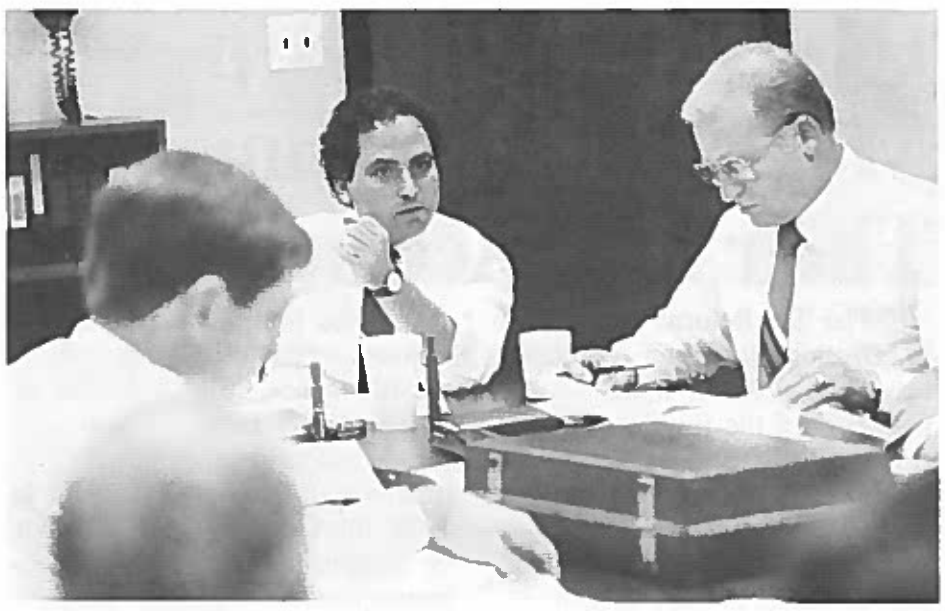
Each of the 14 Help Desks solves a specific problem, such as personal computer hardware breakdowns or software bugs on the mainframe network. "This kind of setup requires people to diagnose the problem before they attempt to call a Help Desk," says Korade.

The Data Systems team believes these callers often don't contact the right Help Desk on the first, second or even third try. "In some cases, one Help Desk doesn't know what another Help Desk does," says Korade. "Our customers should be able to make one call to get the problem solved."

Since the team has only begun the Total Quality Process, it realizes that it's too early to come up with solutions.

The team plans to survey the users. "We might find out from the survey that the number of Help Desks is not the problem at all. But, then again, it may be. We may discover that better coordination between Help Desks is the answer," she adds. "When people find the right person they usually get a good response. But what does it take to find the right person?"

This quality action team is determined to find out.■



Looking For Answers. *Mario Panzarella (R) and Bill Waas (L) study questions their budget team plans to include in a survey while ODI facilitator Mark Rosen discusses them. (Photos by Jim Wagner)*

Making A Point. *During a 'Help Desk' TQP action team meeting, Frank LoCascio (L) considers Gene Edelstein's idea.*

Division Plugs Into TQP

Electronics Systems joined the Total Quality Process on August 30.

"We organized two teams. One will deal with generating new business and the other with reducing overhead," says Saul Ferdman, vice president and director of the division's TQP program.

The members of the two teams are all senior division officers and directors. They went into the two-day meeting and proceeded to select the problems from a group of major issues. "We spent time deciding what was important to the future of the division," says Ferdman. "Of the several problem areas identified, no one doubts the importance of the two problems we picked."

Both teams chose to meet every other week. The second meeting for each was on September 16. "We gave out assignments at the first meeting. Some team members have to come back with data that the teams can work with," Ferdman says.

The division had one facilitator — Doug Morgan — trained before the kickoff meeting. Three others are scheduled for training on September 20. "Being a facilitator is a very important assignment," says Ferdman.

"We regard it as a full-time job. Over the next year our facilitators will be very involved in division and inter-division issues. The assignment is good for their career development."

Ferdman says that the division plans to form about one action team a month at least through next year.

Retirees 70½ & Up Must Begin Closing Out Their EIP Accounts

The Tax Reform Act of 1986 is affecting Grumman retirees aged 70½ years or more who are members of the Employee Investment Plan. The law requires that these people close out their accounts or begin installment payments from their EIP accounts in 1988 and in following years.

Even those who left Grumman before 1984 and were permitted to keep their EIP accounts open to age 72 must comply. The new tax law has dropped the age limit from 72 to 70½ years.

In May of this year, the Grumman EIP office notified those EIP members affected by the change. These members must close out their accounts or at least begin installment payments *this year*. "If you were notified and have not yet returned an account termination form, you must do so by October 31," says Mike DeVito, manager of the Grumman Pension and Investment Plans. "If you send in the form, you will receive a distribution check by the end of the year — and comply with the new law."

If you have misplaced the account termination form, call the EIP office, (516) 575-7250, to order another form. "If you decide not to receive a distribution from your account in 1988, the Grumman EIP will not be responsible for any tax consequences," adds DeVito.

Next year, the Internal Revenue Service (IRS) will be even stricter. If the 1989 withdrawal is not made by the end of that year, the IRS will levy a 50 percent penalty tax on the minimum amount that should have been withdrawn by the end of 1989.

EIP members should not be misled by newspaper and magazine articles, warns DeVito. Some articles state that the withdrawal must be made by April 1 of the following year. "That is incorrect," says DeVito. "According to Grumman's Corporate Tax Department, the April 1 date is for company plans that have different distribution requirements than Grumman's EIP. April 1 is not a grace period for EIP members."

If you have questions, call the EIP office, (516) 575-7250.■

Learning About Learning. *Theresa Jurornics explains a computer-based training program during an open house given by Data Systems' Training group in Woodbury, L.I., last month. Library Services catalogued its information resources. Training plans an open house for November in Corporate Headquarters. (Photo by Rich Breunig)*

Personals

My family and I wish to thank all my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my father. **Sinclaire M. Scala**

My family and I would sincerely like to thank all my friends and co-workers for their kindness, support, sympathy and for the charitable contribution in the name of my recently departed brother Clifford. **Gerard Yurchison**

My son Kenneth and I would like to express our thanks to all my friends at Grumman for their comfort, support and generosity they have extended during the recent loss of my daughter-in-law. God bless you all. **Joan Austin**

My family and I wish to thank my friends, co-workers and ESO for their sympathy, prayers and support shown to us during the recent death of my dad Arthur J. Feliu. **Dave Feliu**

My family and I would like to express our sincere thanks to all of my friends and co-workers in food services, food service accounting and ESO for their many kind and thoughtful expressions of sympathy during the recent loss of my husband. **Doris Coccaro**

My family and I wish to thank all of my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my father. **Ray Carpenter**

With deepest appreciation to all of Cleo Courten's friends for being there during her many years at Grumman and for remembering her when she left us. You helped make her life a little fuller and we thank you. **The Family of Cleo Courten**

I want to thank all my friends, co-workers and ESO for their kind consideration and support during my recent convalescence after surgery. **Jim Gallagher**

My family and I wish to express our heartfelt thanks to all our friends, co-workers and ESO for their kind expressions of sympathy and contributions during the recent loss of my husband John. **Dorothy Bachota**

My family and I wish to express our thanks for the flowers, basket of fruit, cards and calls received at the time of my husband Gus's death. On behalf of my children Rae and Louis Pagel we wish to thank their departments for the kindness shown during the church services. **Carmen Russo and Family**

My wife and I would like to thank our many friends and co-workers at Grumman who sent warm expressions of sympathy upon the death of our son Eric. **Tony Schumacher Jr.**

My family and I wish to thank all of my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my mother. **Lucy Giallanza**

On behalf of my family and myself we would like to thank all our friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my father. **Marilyn Haase and Family**

Benefits Census To Be Conducted

Later this fall, the Corporate Personnel Department will be distributing Benefit Coverage Census cards to all Grummanites. Employees will be required to enter or verify information such as dependent names, birthdates, spouse employment status, availability of other insurance coverage, etc.

This information will be key to successful completion of a series of complex benefit plan discrimination tests Grumman will be required by law to conduct beginning January 1, 1989. In accordance with the newly created Section 89 of the Internal Revenue Service code, all company-sponsored medical, dental, health-maintenance organization, flexible spending account, and life insurance plans must be tested.

Section 89 is a result of the Tax Reform Act of 1986. "There are two trends in the federal government right now with regard to employee benefits," says John Doran, a Grumman employee benefits analyst. "The government is looking very hard at inequities in employee benefits." For example, among New York law firms, it's not uncommon for a partner's health insurance to be much more generous than a secretary's. The IRS thinks "perk" plans should not enjoy total tax-free status.

Furthermore, due to the Federal deficit, the IRS has begun to eye employee benefit plans, currently provided tax-free, as a source of revenue. Earlier this year, for instance, the IRS began treating tuition reimbursement as a taxable item in many cases.

"We're familiar with the concept of discrimination testing in connection with our investment plan," says Doran. "The test results in that area currently place a seven percent limit on deferred-compensation option contributions for high-paid employees, as defined by the IRS.

"Section 89 takes the principle of discrimination testing and applies it to our insurance benefit plans," he adds.

Employers have until January 1, 1989, to analyze their insurance plans.

"All companies, large and small, are scrambling to comply with Section 89," says Doran. "As is the case at many Fortune 500 firms, we have multiple benefit plans and multiple payroll systems covering over 30,000 employees. So, it will get complicated.

"While we feel Grumman will pass these tests and be able to provide documentation that proves it, the results will remain unclear until data is successfully collected and the tests are run."■

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Norine Lyons
Director - Corporate Publications
575-3720

Kathleen Housley
Editor — 575-3293

Associate Editors
Bob Sample — *575-5118*
Susan Vassallo — *575-8999*
John Vosilla — *575-5119*

Bernadette Gately
Editorial Assistant — 575-4334

Mail Stop — A22-GHQ

Grumman World Telecopier —
(516) 346-9614

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S. Conte

P. D'Angelo

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E. C. Dykas

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Cornelius R. Dore, Bethpage, Aircraft Systems
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Thomas F. Kattau, Calverton, Aircraft Systems
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Frank J. Locascio, Calverton, Aircraft Systems

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B. Frumkin

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R. L. Hanwick

G. D. Hellyer

M. F. Hlinko

R. A. Ingram

R. L. Johns

K. Johnson

C. D. Kelly

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A. T. Maguire

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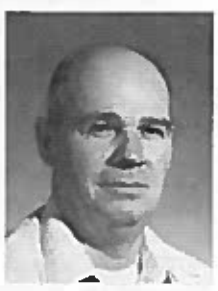
D. O. Raymond

C. Robertson

M. J. Sassano

H. W. Schmohl

W. A. Seppala Jr.

J. W. Stalter

J. G. Thum

R. Tropea

G. A. Varrichio

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Richard G. Marth, Melville, Aircraft Systems
George H. Minch, Milledgeville, Aircraft Systems
Charles A. Nathan, Bethpage, Space Systems
Anthony P. Pace, Melville, Aircraft Systems
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Isaiah Bradshaw, Hicksville, Aircraft Systems
Martin Brunnwasser, Bethpage, Aircraft Systems
Gaspar J. Calderone, Bethpage, Aircraft Systems
Lawrence J. Cepelak, Bethpage, Aircraft Systems
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Stephen Conte, Bethpage, Aircraft Systems
Peter D'Angelo, Bethpage, Aircraft Systems
Joseph A. DiGiacomo, Woodbury, Data Systems
Henry J. Donnelly, Melbourne, Melbourne Systems

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People

A Big Heart. *Twelve-gallon donor Bernie Riemer receives an award from Blood Program director Vinny DeStefano, vice president-Production Operations.*

Here's To A Winner

Bernie Riemer has received an award from the 1988 Grumman Blood Program for donating 12 gallons during his 39-year Grumman career.

Riemer recently retired as a night supervisor in Building 4 in Bethpage. Besides being a generous blood donor, he enthusiastically encourages others to donate.

"Bernie happens to be one of the best supporters of the program," said Vinny DeStefano, Aircraft Systems vice president-Production Operations, and this year's Blood Program director.

Riemer is proud of the fact that more than half of the people in his old group are regular donors. "Once they got started they kept going," said Riemer. "There's one guy who can't give blood but you won't find anyone more dedicated. He drives the other guys to the blood drive."

The new Grumman retiree will continue to donate blood. "Somebody always needs it," said Riemer. "We've got to keep the bank full for the next guy."

SOLE Award

Benjamin Burns, a technical specialist in the Integrated Logistics Support Control department of Aircraft Systems, recently received a merit award from the Society of Logistics Engineers (SOLE).

At a banquet held in Orlando, Florida, Burns was honored for his service and contributions to SOLE during the past year.

Burns is a director for the society in the New York, New Jersey and Pennsylvania district. In addition to being a member of the Logistics Education Foundation, Burns is chairman of the District Affairs Committee which oversees the society's 22 districts in the United States and foreign countries.

Benjamin Burns

Congrats. *Superintendent Dr. Edward Murphy (R) and Elizabeth VanBourgondien, BOCES board member, welcome Grummanite Michael Pick to the board.*

Pick Gets Picked

Like everyone, Michael Pick of Data Systems was concerned about his children's education. He wanted them to have the very best. To be sure of that, he got involved.

Now, after 13 years of serving on the Smithtown, Long Island, Board of Education, Pick was elected a board member of the Board of Cooperative Education Services (BOCES) District III.

"When my children were in school I wanted to be a part of what went on in the classroom," says Pick. "What keeps me involved now is, after working at Grumman for 32 years, I've seen how important good training is to any person's career."

The BOCES program offers high school students vocational training on a part-time basis.

Obituaries

John F. Bachota of Prototype Details, Bethpage, Aircraft Systems Division, died August 4 at the age of 52. He had been with the company since 1963 and resided at 79 Ace Ct., West Islip, N.Y.

Edwin V. Essman of Inlets, Stuart, Aircraft Systems Division, died August 15 at the age of 55. He had been with the company since 1982 and resided at 130 Alisa Dr., Sebastian, Florida.

Larry M. Fuller of Tool Design, Milledgeville, Aircraft Systems, died August 20 at the age of 52. He had been with the company since 1982 and resided at 204 Marshall Rd., Milledgeville, Georgia.

Edward B. Maguire of Machine Shop, Bethpage, Aircraft Systems Division, died August 15 at the age of 61. He had been with the company since 1952 and resided at 1656 Elsie La., Bay Shore, N.Y.

Anthony P. Valenzano of Electro/Mechanical Design, Bethpage, Aircraft Systems Division, died August 15 at the age of 50. He had been with the company since 1964 and his address was P.O. Box 1193, Melville, N.Y.

More Personals

I wish to thank ESO, my group and the CDM group for the lovely flowers and cards. A special thanks to Abraham Blum, Loretta Gagne and Pat Strozak for their help and kindness during my lengthy disability. **Marianne Varlaro**

My family and I wish to sincerely thank our friends and co-workers at Grumman for their kind expressions of sympathy, especially department 63 of Great River, during the recent loss of my wife Mildred. **Charlie Fischer**

I wish to thank all my friends, co-workers and ESO for their kind expressions of sympathy and thoughtfulness following the recent loss of my mother. **Mel Jardine**

I wish to thank all my friends, co-workers and ESO for their support and get-well wishes during my recent illness. **Bill Bair**

Service Milestones

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Ralph P. Esposito, Melville, Aircraft Systems
George L. Frank, Bethpage, Aircraft Systems
Barnett Frumkin, Bethpage, Aircraft Systems
Joseph A. Gioffre, Bethpage, Aircraft Systems
Jerome Goldmacher, Bethpage, Space Systems
Russell L. Hanwick, Calverton, Aircraft Systems
George D. Hellyer, Bethpage, Aircraft Systems
Michael F. Hlinko, Bethpage, Aircraft Systems
Robert A. Ingram, Bethpage, Aircraft Systems
Ronald L. Johns, Calverton, Aircraft Systems
Kenneth Johnson, Bethpage, Corporate Services
John C. Kaull, Great River, Electronics Systems
Charles D. Kelly, Melville, Aerostructures
Robert W. Kroog, Melville, Aerostructures
John E. Lanphear, Bethpage, Aircraft Systems
Paul N. Lovasz, Bethpage, Corporate Services
Arthur T. Maguire, Melville, Aircraft Systems
Edward S. Markowski, Bethpage, Aircraft Systems
James W. Maskulyak, Bethpage, Corporate Services
James V. Montalto, Bethpage, Aircraft Systems
Steve Morris, Woodbury, Data Systems
Joseph J. Nobile, Melville, Aerostructures
Hugh Paterson, Bethpage, Aircraft Systems
Conrad R. Petersohn, Great River, Electronics Systems
Cornelius J. Quigg, San Diego, Aircraft Systems
Eugene R. Rathgeber, Stuart, Aircraft Systems
Donald D. Raymond, Calverton, Aircraft Systems
John P. Reid, Bethpage, Corporate Services
Carolyn Robertson, Bethpage, Aircraft Systems
Michael J. Sassano, Bethpage, Aircraft Systems
Howard W. Schmohl, Bethpage, Aircraft Systems
Walter A. Seppala Jr., Calverton, Aircraft Systems
John W. Stalter, Bethpage, Aircraft Systems
Gerard J. Steger, Bethpage, Corporate Services
Julius G. Thum, Bethpage, Aircraft Systems
Rocco Tropea, Bethpage, Corporate Services
Gerard A. Varrichio, Bethpage, Data Systems

Note: Since there are only 46 photos this month, Service Milestones are featured in this issue. When there are over 50 photos, a special supplement is published.

Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

Article	Great	Good	Poor	Didn't Read
F-14D (P. 1)	☐	☐	☐	☐
Data Systems & N.Y. State (P. 2)	☐	☐	☐	☐
Stuart & Transcowls (P. 3)	☐	☐	☐	☐
Fire Trucks (P. 4)	☐	☐	☐	☐
Total Quality Process (P. 5)	☐	☐	☐	☐

Suggestions For Future Articles:.....

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Comments About This Issue:.....

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Name.....

(Required If You Wish A Reply) **Ext.**.....

☐ Retiree **Division**.....

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